



सत्यमेव जयते

MINUTES

of

**The Meeting of the
Departmental Council
of Railways (JCM)**

held

on 08th & 09th March, 2016

**MINUTES OF THE DC/JCM (RAILWAYS) MEETING HELD BETWEEN
RAILWAY BOARD AND STAFF SIDE ON 08TH & 09TH March, 2016**

MEMBERS PRESENT

OFFICIAL SIDE	STAFF SIDE
S/ Shri/ Smt.	AIRF
1. Pradeep Kumar Member Staff	1. Shri Rakhal Das Gupta, President/AIRF
2. Dr. Anil Kumar DG/ RHS	2. Shri S.G. Mishra, Genl. Secy./AIRF
3. Anand Mathur AM(Staff)	3. Shri N. Kanniah*
4. P.K. Agarwal AM(ME)	4. Shri Shashi Kant Pandey
5. S.S. Narayanan AM(CE)	5. Shri Ch. Sankara Rao
6. R.S. Kochak AM(PU)	6. Shri J.R. Bhonsale
7. Ganga Ram Agarwal AM(Elec.)	7. Shri S.K. Bandyopadhyaya
8. Akhil Agrawal AM(Signal)	8. Shri Salil Lawrence#
9. S.C. Jethi AM(Comml.)	9. Shri Mukesh Mathur
10. P.V. Vaidialingam Adv.(Finance)	10. Shri R.D. Yadav*
11. Alok Ranjan Adv.(L&A.)	11. Shri A.M. D' cruz
12. J.S.P Singh Adv. Elec.(G)	12. Shri Ch. Gandhi
13. Sunil Mathur Adv.(Vig)	13. Shri S.K. Tyagi
14. Ragini Yechury EDE(IR)	
15. Dr. Amitava Datta EDH(G)	
16. Sudhir Garg EDEE(M)	
17. B. Prashanth Kumar EDPM	
	NFIR
	1. Shri Guman Singh, President/NFIR
	2. Dr. M. Raghavaiah, Genl. Secy./NFIR
	3. Shri R.P. Bhatnagar
	4. Shri J.G. Mahurkar*
	5. Shri B.C. Sharma*
	6. Shri R.P. Singh
	7. Shri P.S. Suryaprakasam
	8. Shri Vinod Mehta
	9. Shri Ashok Sharma
	* attended on 08.03.2016 only
	# attended on 09.03.2016 only

OFFICIAL SIDE**STAFF SIDE**

18. Tanveer Ahmed
EDF(E)
19. Dhruv Singh
EDPC-I
20. Neera Khuntia
EDPC-II
21. Arvind Kumar
EDE(N)
22. Manoj Pande
ED(T&MPP)
23. Amitabha Khare
EDE(RRB)
24. S.P. Mahi
EDE(Res.)
25. A.K. Khandelwal
EDTK(Mc)
26. Satish Kumar Pandey
EDCE(Plg.)
27. Rashmi Chowdhary
EDE(GC)
28. Neeraj Kumar Dohare
DRS(IC)
29. K.P. Yadav
Dir.(T&C)
30. Anoop Srivastava
IG(Admn.)
31. D.V. Rao
DE(LL)
32. S. Pal
JDE(G)
33. Debashis Mallik
DE(IR)

Section – A: Introduction

Member (Staff) as Chairman of the meeting addressed the gathering as under:-

Shri Rakhil Das Guptaji, President/ AIRF, Shri Guman Singhji, President/ NFIR, Shri Shiv Gopal Mishraji, General Secretary/ AIRF, Shri M. Raghavaiah, General Secretary/ NFIR, other representatives of both the Federations and official of Railway Board, I extend a hearty welcome to all of you to my first meeting of the DC/JCM of the year. Over the years, DC/JCM has evolved into an important forum for meaningful interface between the Federations and the administration. It offers us an opportunity to take stock of the performance, assess the outlook and review the existing policies. This forum is of utmost importance and is very helpful in getting ideas and the real picture from the field. There have been frequent interactions between us during other meetings and forums but this is the occasion where key functionaries of both the recognized Federations are available together as the Staff side. I am looking forward for support and co-operation from all of you and am very hopeful that we will collectively be able to achieve new heights for Indian Railways.

Friends, we are on the threshold of a new financial year and so it is the appropriate time and also the proper forum to introspect our performance for the closing financial year.

On the freight loading front, during the first 10 months of the current fiscal year i.e. 2015-16, we have carried freight traffic of 914.80 million tonnes with a marginal growth of 8.43 million tonnes i.e. 0.93% over the same period of last year. Our freight earnings were impacted mainly on account of low demand from the core sector resulting in resetting the target in our Revised Estimates to ₹1,11,852.72 crore. Number of passengers booked during these 10 months was 6,822.58 millions which is 97.57 millions i.e. 1.40% less over the same period of last year. Our total earnings during this period stood at ₹1,34,338.19 crore which is though ₹7,138.89 crore i.e. 5.61% more than the last year's same period figure but is ₹8,821.96 crore i.e. 6.16% less than our targeted Budget proportions. The picture is not so good but we are still optimistic and have revised our earnings estimates at ₹1,67,784.01 crore for 2015-16. Coming to working expenses, till January 2016, it was ₹93,383.69 crore which is 1.27% more than expenses during same period of last fiscal year. Stringent economy and austerity measures have been adopted to contain the expenses due to which budgeted Ordinary Working Expenses of ₹1,19,410 crore decreased by ₹8,720 crore in the Revised Estimates to ₹1,10,690 crore.

On the Safety front, a birds eye view reveals that till January of current financial year, total number of consequential accidents was 93 which is an improvement in comparison to 119 accidents during the same period of the last fiscal year. Safety is the prime concern for all of us and adoption of more efficient and reliable measures to improve safety is the only answer to address the safety issue.

Friends, as all of you are aware of the Railway Budget for the financial year 2016-17 has already been presented by the Hon'ble Minister in the Parliament. An eminent feature of this Budget is that against all market apprehension and in the interest of our customers, this Budget doesn't provide for any fare increase in the passenger services. The idea is to garner more revenue through increased market share and qualitative service instead of increase in tariff. There are significant proposals in the Budget that I, even at the cost of repetition, would like to share with you:

- A plan size of ₹1,21,000 crore.

- Gross traffic receipts kept at ₹1,84,820 crore with passenger earnings of ₹51,012 crore and goods earnings of 1,17,933 crore.
- Proposed expenditure includes impact of implementation of 7th CPC.
- Pension outgo budgeted at ₹45,500 crore.
- Aiming to achieve operating ratio of 92% against expected 90% during 2015-16.
- Commissioning of 2800 km of broad gauge lines @ 7 kms per day
- Outlay for railway electrification increased by almost 50%, target to electrify 2000 kms.
- Vision 2020 to provide reserved accommodation on trains on demand, time tabled trains, eliminate all un-manned level crossings etc.
- Deen Dayal coaches for long distance trains for unreserved passengers. These coaches will include potable water and higher number of mobile charging points.
- Introduction of Humsafar fully air conditioned third AC service with an optional service for meals
- Overnight double-decker trains to be introduced on business travel routes.
- GPS-based digital display in coaches for showing upcoming stations
- Conversion of all operational halts into commercial halts for the benefit of the common man
- Increased quota for senior citizens and women travellers this year.
- Wi-fi at 100 stations this year and 400 stations next year
- Enhanced capacity of e-ticketing system from 2,000 tickets/ min to 7,200/ min. Supporting 1.2 lakh concurrent users now, as opposed to 40,000 earlier.
- North East India especially Mizoram and Manipur to be connected through broad gauge
- Janani Sewa - Children's menu items, baby foods, hot milk and hot water to be made available.
- Manning of all A1 class stations with duly empowered Station Directors supported by cross functional teams to make one man accountable for all facilities on trains.
- Provision of optional travel insurance for rail journeys at the time of booking.
- Cancellation facility through 139 helpline post verification using OTP sent on registered mobile number.
- Clean my coach service through SMS.
- Swachh Bharat - 17000 biotoilets and additional toilets in 475 stations before the close of this financial year.
- Rakshak for staff working on track.

I would also like to share with you various developments which have recently taken place on the Railways.

During official visit of Japanese Prime Minister Mr. Shinzo Abe, an MoU was signed on co-operation and assistance in the Mumbai-Ahmadabad High Speed Rail Project. Japan has offered a soft loan of ₹79,000 crore for this 508 KM project to be implemented in a

period of 07 years. Two comprehensive technological co-operation agreements for modernization and upgradation were also entered into.

₹40,000 crore contract agreements for Electric Locomotive Factory at Madhepura with France based company M/S Alstom Manufacturing India Limited and Diesel Locomotive Factory at Marhowra in Bihar with USA based company GE Global Sourcing India Pvt. Limited were recently signed. Under the agreement, 1000 diesel locos will be manufactured in a period of 11 years with a basic cost of ₹14,656 crore and 800 electric locos will be manufactured in a period of 11 years with a basic cost of ₹19,904 crore. The cost of setting up factories is around ₹1300 crore each.

Recently, Hon'ble MR had inaugurated implementation of E-enabled Track Management System(TMS) & Mobile Application of TMS on Indian Railways. It is an important milestone in promoting e-working in civil engineering department of Indian Railways. With its implementation, various activities of Track inspection, monitoring and maintenance have come on IT platform.

Another MoU has been signed with Coal India Limited which will lead to procurement of 2000 wagons(33 rakes) in the first outgo. It is a very important agreement which will result into speedy supply of wagons for coal loading in dedicated circuits.

In order to bring about enhanced comfort to all classes of coaches, both air-conditioned as well as non-air-conditioned coaches, Indian Railways had planned for a Model Rake Project. The new Model Rake developed is a refurbished and re-adapted version of seven types of coaches which have been servicing for the past 10-12 years on Indian Railways. In the design and development of this Model Rake, the Indian Railways had factored in the varied needs of each category of coach to bring in suitable interiors. First such model rake has already been rolled out and recently inspected by Hon'ble MR too.

A pilot project has been taken up by RDSO in association with IIT Kanpur to develop a suitable and viable vandal-proof warning system to pre-warn road users against approaching trains at un-manned level crossings.

To provide comfort to the railway users, IRCTC has been entrusted with the task of setting up executive lounges at 49 stations.

Indian Railways organized 11th UIC Global Security Congress in collaboration with International Union of Railways. During the two-day conference attended by Security Chiefs of railway systems of various countries apart from representatives of UIC, various security related aspects were discussed at length.

Close Circuit Television (CCTV) cameras have been installed, on trial basis, in a few coaches of some of the trains in Southern Railway. In addition, video surveillance system has also been provided in ladies coaches of three Electric Multiple Unit (EMU) rakes of Western Railway and one EMU rake of Central Railway. A work has also been sanctioned for provision of CCTVs in 500 coaches in various rakes of different trains.

Developments in Medical Departments are as under:

- IRMS has taken a major role in making India a “Polio-Free Country”

- CT-Scan Centre became operation in B.R. Singh Hospital of Eastern Railway in May 2015.
- Laboratory Information Management System (LIMS) for communication of Lab test results directly to the Railway beneficiaries through SM has been implemented in B.R. Singh Hospital, the Zonal Hospital of Eastern Railway, as well as in Central Hospital, Allahabad at NCR.
- Online system of OPD Registration has been introduced at Eastern Railway in B.R. Singh Hospital & Howrah Orthopedic Hospital.
- The power of empanel CGHS Recognised Hospital have been delegated to General Managers of the Zonal Railways.
- Dental department in B.R. Singh Hospital Eastern Railway has been upgraded by Commissioning OPG Machine (Orthopantogram) first of its kind in Railways.

I would also like to take this opportunity to congratulate Dr. S C Sahu, IG-cum-CSC/RPF, South Western Railway for being awarded President's Police Medal for his distinguished services and other 16 RPF/RPSF personnels for being awarded Police Medals for their meritorious services. I congratulate the entire RPF fraternity for their achievements.

Our sportspersons brought more laurels to the country during recently concluded 12th South Asian Games. 81 players from Indian Railways participated in these games and 76 players won medals for the country. Railway players garnered a total of 67 medals including 40 Gold and 21 Silver. I congratulate all of them. Many of our players are also likely to represent India in Rio Olympics.

All this has been possible due to unstinted support of all of you and all other stake holders. Let us hope and work towards continuing this cooperation.

Thank you.

Shri Rakhil Das Gupta, President/ AIRF

1. Thanks for calling DC/JCM meeting at an interval of about four years.
2. Out of as many as 95 pending issues, orders could be issued only on 09, leaving 86 issues high and dry.

Next meeting of the DC/JCM may be held early.

3. "International Women's Day"
 - (i) The 7th CPC recommended for curtailment of Child Care leave salary to 80% for 2nd year. AIRF demanded that the present position should continue.
 - (ii) Facilities to be provided to the Lady Workers
 - (a) Dress appropriate for works.
 - (b) Dress Changing Room
 - (c) Canteen Room

- (d) Lavatories
- (e) Crèches

(iii) Accidental death of lady Worker while operating Machine.

Ms. Mamani Chanda, Technician/ Machinist Gr. II/Engineering Workshop/ N.F. Railway/ Bongaigaonat 09:10 hrs.on 01.03.2016. We pray respect to the departed soul.

4. During the intervening period, the Government of India and the Ministry of Railways have taken number of decisions in detriment to the interest of the Railwaymen and Indian Railways and gradually moving towards privatization of the Indian Railways through contractisation and Foreign Direct Investment, procuring diesel and electric locomotives from foreign companies with provision to maintain them for long 13 years and also procuring Train sets and contracting their maintenance for long 13 years etc.

These will ultimately result in closure of our Production Units, shrinkage of Diesel, Electric Sheds and C&W Depots.

We have been raising our voice against all these anti-labour steps of the Government of India and Ministry of Railways, but they remain unheard, causing serious resentment and anger amongst the Railwaymen.

5. The report of the Bibek Deb Roy Committee is a road map to privatization through contractisation. Gradually one by one this anti-labour report is being implemented.
6. The 7th CPC has submitted its report to the government on 19th November, 2015.

The report has belied the hope of the Railwaymen and other Central Government Employees and there is all out agitation of Railwaymen and other Central Govt. Employees throughout the country.

The report has calculated Minimum Wage on an imaginary market price of the commodities, tinkered with the judgment of the Hon'ble Supreme Court of India delivered as far back as 1991, to add 25% to meet the expenses of social functions like marriage etc., education and other social needs and added only 15% for these purposes. The committee has also tinkered with Dr. Aykroyd Formula and taken only 3% as House Rent instead of 7.5% and pegged down Minimum Wage at ₹18,000, brushing aside our justified demand for ₹26,000.

The wages and allowances of the Central Government Employees are raised at a gap of long 10 years. Whereas for PSUs the revision of wages, allowances etc. are done at an interval of 5 years. The 7th CPC has increased the wage by a meager amount of 14.29% and taken us far back as back to 1959-60 when the 2nd CPC had recommended an increase of 14.2% w.e.f. 01.07.1959, resulting in 5-day long "All India Strike" of all the Central Government Employees. After that, gradually the percentage in improvement of pay scales gradually done through 3rd, 4th, 5th, 6th CPC and 6th CPC had recommended an increase of 54%.

7. The 7th CPC has done more injustice than justice. We demanded for abandoning of all retrograde recommendations of 7th CPC. This CPC has reduced the percentage of allowances, many allowances now being available on various considerations, have been curtailed/dropped. The interest-free advance, available presently, has also been chopped off.

The Child Care Leave salary has been curtailed by 20% for second year.

The uniform and washing allowance of Nursing Sisters have been curtailed.

8. The Pay Commission has decided to continue with New Pension Scheme(NPS), which is totally anti-labour, taken away the social security of Pension and Family Pension.
9. The 7th CPC instead of removing the anomalies has created more anomalous situation by rejecting the claims of the Staff Side for justice and fair play.
10. The Bonus Act has been revised with retrospective effect from 01.04.2014, raising the limit from ₹3500 to ₹7000. the eligibility limit of PLB should also be raised accordingly as was done in the past.
11. Since 1st CPC category-wise recommendations were made in respect of pay scales and other benefits, this 7th CPC has given it a good bye mentioning only a few categories.

The Railways is a complex industry, so we demanded that the Ministry of Railways and the Railway Board should discuss the grievances of each and every category as per memorandum submitted by us to the 7th CPC and administer justice. In case of disagreement, those issues be referred to the Board of Arbitration under JCM Scheme.

12. The issues relating to Loco & Traffic Running Staff in respect of rate of Running Allowance, fixation of pay in revised scale and other allowances need to be addressed and settled bilaterally.
13. In those directions both the federations have jointly submitted proposals. It is urged that those should be discussed and settled.
14. We are for negotiated settlement of our demands and problems. The Ministry of Railways and the Government of India should come forward retrace their anti-labour steps, save the Indian Railways from the clutches of foreign domination and save the Indian Railways from privatization.

Shri Guman Singh, President/ NFIR

The President NFIR Shri Guman Singh Welcome Shri Pradeep Kumar, Member Staff, presiding over his first meeting of the DC/JCM. He thanked him for organizing the meeting ultimately though after a gap of about 46 months. As per the prescribed periodicity, 7-8 meetings should have been held during this period. He stated that the veteran leaders of our country felt necessity of such a mechanism so that situation of confrontation between the Government and its employees may never arise. The disputes/ issues may be resolved

through dialogue. With this objective the JCM Scheme was adopted through mutual understanding. The provisions were made in the Scheme for raising and deliberating the issues of common concern for decision. In case of disputes, on any issue both the parties (Official Side and Staff Side) may agree to disagree. Thereafter, such issues are placed before the Board of Arbitration.

Unfortunately, the Railway Board had created cause of delay by resorting to uncalled for action of disturbing the distribution seats which continued from the time the JCM Scheme came into being. Time & again attention was drawn to the fact that the secret ballot elections on the Indian Railways were conducted with limited purpose for granting recognition of Unions at Zonal level & Federations at National level. It had no relevancy to the distributions of seats between the two Federations NFIR & AIRF when both the Federations fulfilled the conditions of recognition & granted the same.

The NFIR highlighted specific points of violations by Railway Board in the matter and requested to arrange meeting to discuss the matter on merits but neither the points were addressed nor meeting was arranged but replied unethically which cannot be accepted. Incidentally, it is the time when we have to fight a bigger battle on major issues therefore NFIR have preferred to combat the injustice through dialogues and break the stalemate in the larger interest. However, the NFIR is participating in this meeting under protest.

- As we know the 7th CPC has given their report but all the Central Government employees including Railwaymen are very much disappointed on the recommendations, more particularly on Minimum Wage, Multiplier Factor, Pay Matrix levels and withdrawal of allowances unreasonably. Several vital categories of Indian Railway have been ignored, resulting serious resentment over the retrograde recommendations. Besides, Railway Board failed to implement those issues on which agreement was reached with both the Federations. In spite of vigorous persuasion for issuance of orders on the issues, no result could be achieved. Under these circumstances, the Federation was not left with any other option except to seek opinion of employees, as such we have conducted strike ballot wherein over 95% Railway employees casted votes in favour of strike.
- The Joint Council of Action met on 7th March 2016 to review the entire situation including the discussions and the Cabinet Secretary in the meeting held on 1st March between the Empowered Committee with Standing Committee of NC-JCM, and decided that earlier decision of strike from 11th April 2016 be deferred for three months. Thereby, now the strike notice will be served on 11th July to the General Managers of respective Zonal Railways & other Units to go on Indefinite Strike from 11th July 2016.

The NFIR has apprised the Prime Minister, Finance Minister & Minister for Railways and all concern about the details of the issues agitating the minds of Railway employees. We request the Government of India & the Ministry of Railways to start negotiations with staff Side to settle the issues so that the Indefinite Strike is averted.

The Railway employees are managing the running of about 19000 trains per day on Indian Railways under very difficult working conditions that too by shouldering additional workload due to inadequate manpower to the extent of 2.5 lakh vacancies. Therefore, the Railway employees deserve better treatment and care as such inherently they expected some good announcements from the Hon'ble Minister for Railways when he placed Rail Budget.

But the Railway employees were disappointed because he did not give any statement on staff matters and did not care to implement the previous announcements made at the floor of parliament by his predecessor, such as:-

1. Medical facilities to the dependent parents of the Railway employee.
 2. House to all Railwaymen.
 3. Maintenance of Railway Quarters/Colonies.
 4. Medical vans be made available to ensure medical facilities to staff posted at way side stations/sections.
- The Zonal Railways including NWR have stopped inter divisional & Inter Railway transfers on request and mutual exchange transfers. Whereas there is no restriction from Railway Board on mutual transfers. The Railway Board may kindly issue suitable instructions to Zonal Railways for grant of mutual exchange between the same caste viz General with General, ST with ST & SC with SC because such transfer do not create caste imbalances.
 - The Cabinet Secretary gave clear directions in the meeting of Empowered Committee with Standing Committee of the JCM held on 1st March 2016 that the departmental heads may conduct meetings with their Federations on the issues pertaining to their department & send recommendations to the Empowered Committee for consideration. The Railway Board must take advantage of these directives to achieve finality of those issues which were agreed with Federations but still pending in the Ministry of Finance or DoP&T and other issues which have arisen on the retrograde recommendations of 7th CPC.
 - As per the statistic of Railway Board, there is a fall in the passenger traffic but practically trains are seen crowded or over crowded which provides to understand that passenger traffic has NOT fallen but the number of ticketless travellers has increased because lot many passengers take chance to travel without spending money as commuters know that there will be no one to ask ticket due to inadequate strength of ticket checking staff. Large number of new trains have been introduced but the posts of TTEs have not been created with the result the existing strength of TTEs is not adequate even for manning the sleeper coaches. Therefore, unless effective checking is not increase the window sale of ticket will not be increased for that adequate strength of ticket checking of staff is required.

Shri Shiva Gopal Mishra, General Secretary/ AIRF

While thanking Official Side (Railway Board), Shri Shiva Gopal Mishra said, “there should be some priority for DC/JCM meeting”.

While speaking on women empowerment, Shri Mishra said, “I hope, for women empowerment, an initiative will be made from the Railway Board and two extra slots should be given to DC/JCM Members to accommodate women representatives of the Staff Side from both the federations”. “I fully believe that Railway Board is sensitive on the issue of women empowerment, Shri Mishra further said.

Shri Mishra emphasized on reimbursement of medical expenses to roadside station staff and asked to introduce a scheme where they could get hassle-free medical treatment at their doorstep.

Shri Mishra asked about the progress made in the matter of Cashless Smart Card Scheme which was to be implemented long back as assured by the then DG(RHS) and Member Staff, Railway Board in AIRF's PNM Meeting with the Railway Board.

Speaking about various welfare schemes announced by the then Hon'ble MR, Ms. Mamata Banerjee, Shri Mishra said, "treatment of parents of the railwaymen has not been started, no Medical, Engineering Colleges opened, not the "House to all Railwaymen Scheme" seen light of the day". He emphasized on improvement in SBF as SBF has not been enhanced this year.

He stressed on Medical and Pass facilities to both parents of the railwaymen. He said, "Airlines in our country are giving travelling facilities to the parents of their staff".

Talking about establishment of Electric Locomotive Factory, Madhepura and Diesel Locomotive Factory Marhowra and outsourcing their maintenance for 13-year, Shri Mishra said, "maintenance contract of trains sets to outside agencies is promoting privatization in Indian Railways". He said, "we are not happy with the planning of the Railways in the way it is being done". He further added that our survival is based on Railway's survival, and in turn that is country's survival.

Shri Mishra said, "Hon'ble MR has made very good announcements in his Rail Budget 2016-17, but where from money will come for these announcements".

Quoting example of CLW and DLW Shri Mishra said, "we are not less to anyone in technical skill, even then new ventures are being envisaged. We have heard that, a new venture for manufacturing EMU Coaches will be brought to Kanchrapara Workshop by some private company, whereas we have capacity to build them in ICF and RCF".

Shri Mishra further said, "in Kharagpur(SER), around 200 motormen are facing loss of one increment owing to non-mentioning of "Motorman/Driver" in Board's orders in their case".

While speaking on transfer policy, Shri Mishra demanded for two-year service condition instead of 5-year service, as was in the past because now due to fresh recruitment we have custom. He added, "handicapped and women employees should be given some priority in the transfer". He further added, "orders from the Railway Board have been issued to keep a vigil on union officials particularly, which is very bad and needs to be immediately withdrawn. There should be transparency in transfer policy for union office bearers". Shri Mishra also asked for relaxation in compassionate ground appointment in transfer cases in Workshops. There is some embargo from Railway Board, which needs to be withdrawn.

Talking about IRCTC, Shri Mishra said, "now we have heard that, Catering is again going back to IRCTC".

Shri Mishra insisted, "before review, the issue should be discussed with the recognized federations".

Shri Mishra stressed on recruitment and regularization of Act Apprentices in the Railways. He demanded, "Board's letter reg. recruitment of Act Apprentices through RRB/RRC should be withdrawn and General Managers should be empowered in this regard to keep industrial peace".

Shri Mishra asserted on extension of LARSGESS to other categories of staff too.

He stated that the issue of regularization of quasi-administrative staff is lingering with Railway Board since long and needs to be resolved early.

Shri Mishra further said that ALPs are not being provided CUG on ECoR as also Supervisory Staff of RCF/KXH. The same should be provided to them.

Shri Mishra demanded that surplus panel of JAA recruited through RRB in Southern Railway should be transferred to South Western Railway.

Shri Mishra insisted on reiteration of Board's orders for denture repair.

Shri Mishra demanded for issuance of orders from Railway Board reg. manning of three coaches by the TTEs as was agreed one-year back with the Railway Board in a joint meeting.

Shri Mishra strongly protested against non-attending of GM PNM meetings by the SDGM/SWR/UBL and requested the Official Side to advise him suitably.

Shri Mishra demanded for Cadre Restructuring in RCF/RBL and requested for its early implementation over there.

Shri Mishra demanded for screening of BG line staff of NER; which is pending since long.

Expressing serious concern, Shri Mishra said, "sanction has not been given for 126 posts in SPJ Workshop of ECR since 2015.

Shri Mishra demanded for creation of 14 posts of CMP Doctors in Central Hospital, Patna.

He said that since there is lack of doctors in new railway zones, contractual doctors may be provided.

Shri Mishra demanded that all Group 'C' staff should also be covered in SBF Scholarship Scheme as was agreed and was in force till last year.

Shri Mishra said, "some instructions had gone from the Railway Board not to fill the posts of the Sports, Cultural and Scouts & Guide Quota. If it is so, that should be withdrawn immediately"

Shri Mishra said, "taking attendance on a sheet by the Mate of railway trackmen is an exploitation of the staff. This practice should be stopped and they should be allowed to sign in the register. This is, particularly, a great harassment to women trackmen".

Shri Mishra added, "SPAD needs to be reviewed suitably and harsh penalty of "Removal From Service" should not be imposed in case of SPAD cases".

Shri Mishra emphasized on provision of Special Casual Leave and Passes for Safety Seminars being organized by the recognized federations.

Shri Mishra said, “there are around 4.5 lakh outsourced employees in the Railways. They are badly exploited. As a principal employer, it is the duty of the Indian Railways to save them from exploitation”.

Shri Mishra expressed serious concern on outsourcing of perennial nature works in the Railways.

Shri Mishra spoke on retrograde recommendations of the VII CPC and demanded merger of Technician Gr. II & I, Gazetted status to Sr. Engineers and Supervisors, higher grade pay to Running Staff as also to restore the allowances and advances.

Speaking about ratio of representatives in DC/JCM Forum, on the basis of secret ballot elections, conducted for recognition of the federations, Shri Mishra said, “such issues should not be discussed in the DC/JCM Forum since this is already a settled issue in consultation with the DoP&T”.

Shri Mishra said, “Cadre review be kept in abeyance till next restructuring”.

Shri Mishra further said, “it has been observed that, clarifications are given by the Railway Board quite erroneously on LARSGESS issues, which creates lot of problems. Recently a clarification has been issued to WCR on the issue of OSM, which is same as General Services in Electric Power group. CR was rightly implementing, whereas Railway Board had stopped it. This should immediately be clarified”.

He desired to know the reasons for changing name of Rail Coach Factory Raebareli to Modern Coach Factory. He further stated that RCF/RBL has 650 staff quarters and needs more quarters because no accommodation is available nearby. RCF/RBL needs a College up to Intermediate.

Shri Mishra also mentioned about sad incidence of Hubali(SWR), where an old building structure of Parcel Office collapsed, killing eight persons and injuring many, in which few railway employees had also been killed. It is a sheer negligence, needs proper investigation and fixing responsibility. He also advised the Official Side to locate and remove such structures throughout the Indian Railways to avoid human loss.

Shri Mishra said, “Railway Privilege Passes & PTOs should be allowed in Suvidha Trains”.

He also mentioned, “taking loans from various agencies will overburden the Indian Railways, and this over capitalization may collapse the Railways some day”.

Dr. M. Raghavaiah, General Secretary/ NFIR

General Secretary, NFIR M. Raghavaiah, at the outset, congratulated the Chairman of DC/JCM Meeting and the Member Staff for chairing the first meeting and nicely highlighting the budget proposals of the Hon’ble MR for the appreciation of the Staff Side members. He joined the Member Staff in complimenting the RPF personnel and Sports persons who bagged medals and brought laurels to the Indian Railways. While sharing the

concern expressed by MS relating to performance on freight and coaching fronts, the General Secretary said that for improving the efficiency and generating earnings by IR, the Federations shall continue to extend support in order to achieve better results.

Responding to the 7th CPC impact mentioned by the MS, General Secretary, NFIR said that pay revision takes place for the employees of Railways and Central Government once in a decade whereas in other public sector, banking sector etc, upward revision are invariably done once in five years and a fair comparison with the revisions in public sector should convince the Government that Railway employees have been subjected to injustice inspite of the fact their duties and responsibilities are very complex, unique and hazardous. He specially urged upon the MS to try to convey to the Government, the uniqueness of Railways working and the crucial role played by different categories of employees.

The General Secretary expressed his disappointment over non-fulfillment of budget announcements made by the Railway Ministers in the past on the floor of the Parliament. He specially cited the Budget announcement for providing medical facilities to the dependent parents of railway employees. He said that though a Committee was constituted with mandate to submit its report by 10th May 2012, there has been no finalization even after a lapse of 3 ½ years. This is causing disappointment and de-motivation among Railway employees, Mr. Raghavaiah said.

He invited the attention of MS to the joint letter of the Federations vide dated 8th Feb 2016 and also the discussions held with the Staff Side (Federations) on 7th Feb 2014, 1st Oct 2015, 4th Feb 2016 and 8th Feb 2016. He specially urged upon the MS to take urgent steps for satisfactorily finalizing the discussed items in order to ensure industrial peace in the Railways.

While expressing his serious disappointment on retrograde recommendations of 7th CPC, the NFIR General Secretary has stated that the 7th CPC has never cared to give due weightage to the uniqueness of the nature of working of Railway employees while recommending Pay Matrix levels. He also expressed his un-happiness over inadequate presentation by the Railway Board before the 7th CPC which has resulted in negative recommendations and consequent unrest and indefinite strike decision by the NJCA in which both the Federations are parties.

NFIR General Secretary expressed Federation's unhappiness over non-implementation of agreed items mainly: merger of Technician Gr-II with Grade-I in GP-2800, allotment of GP 4600 to Loco Pilot (Mail/Express), replacement of GP 4600 with 4800 and up-gradation of 3335 Apex level Group 'C' posts to Group 'B' Gazetted. The inaction on the part of the Railway Ministry on these agreed issues has also contributed for staff unrest on Indian Railways. He further said that MACPS issues are continued to be un-resolved although a meeting was held at the highest level of the Railway Board.

He further mentioned that the proposal already discussed relating to the avenue of promotion/ career growth of erstwhile Group 'D' staff including Track Maintainers for promotion through LDCE to the post of Ticket Collector/Commercial Clerk/Assistant Station Masters etc., is yet to be finalized by the Board. Although the Federation has responded positively on the proposal sent by the Board, there has been no decision till date. This is causing serious disappointment among the erstwhile Group 'D' staff who possess higher qualification and aspire for promotion.

General Secretary, NFIR mentioned that on a few Zones/Production Units, the cadre restructuring orders, effective from 01/11/2013, have not been fully implemented. He said that on South East Central Railway, Board's orders dated 3rd July 2013 Sr.P.Way Supervisor with JE (P.Way) GP 4200 with spread effect in SSE (P.Way) in GP 4600 are yet to be implemented inspite of representations by NFIR affiliate. He reminded the Railway Board that the Federation has sent repeated reminders with regard to cadre restructuring of IT cadre in the Railways wherein orders are yet to be issued. The IT staff are entitled for cadre restructuring at 67 : 33 ratio w.e.f. 01/11/2013 in SSE (IT) and JE (IT) respectively as has been done in the case of Technical Supervisors, he said.

He specially brought to the notice of the Chairman/DC-JCM that the commitment given by the Board in the meeting held on 7th February 2014 with regard to granting stepping up of pay to the Loco Inspectors appointed prior to 01/01/2006 on few Zonal Railways is yet to be fulfilled. He brought to the notice of MS that the Railway Ministry's SLPs have since been dismissed on merit and as such, the Railway Board should implement its commitment dated 7th Feb 2014 without further loss of time.

The General Secretary, NFIR also mentioned that running staff issues referred to the Joint Committee are continued un-resolved although a meeting was held on 19th January 2016 and requested to see that these issues are settled through dialogue early. On the benchmarking concept for promotion to the selection posts, the General Secretary expressed his disappointment over extension of the procedure only up to 31st December 2016 which is really non-implementable as in terms of the provisions of IREM, the anticipated vacancies beyond one year are required to be assessed for conducting selections through benchmarking procedure. He requested the MS to make the bench marking policy as "permanent" so that the vacancies can be got filled quickly.

Mr. Raghavaiah has pointed out, that Zonal Railways are creating non-standard designations, thus complicating the matters to the detriment of staff. He requested the Railway Board to issue instructions to the GMs to abolish such sub-standard/non-standard designations so that system can work smoothly.

On the recent Board's orders relating to fixation of minimum service for inter-railway/inter-divisional transfer, he expressed his un-happiness and protest against such arbitrary decision. He also pointed out that the Zonal Railways are so over enthusiastic that even the mutual transfer requests, transfers on spouse account are being denied on the pretext of non-fulfillment of 5 years service. He also pointed that when the staff sought transfer against 20% Direct Recruitment Quota vacancies on bottom seniority (example SSE GP4600), the Zonal Railways are not accepting such requests although the same is DR element and no roster point need be followed, thus there is no impediment/adverse effect of accepting such a transfer. He urged upon the MS to get Board's decision reviewed for removing hardships caused to the staff.

The General Secretary, NFIR while expressing his disappointment over the Railway Board's negative approach in denying the facility of Special CL/Pass when the Federations and its affiliated Unions conduct safety seminars/ workshops, he reminded MS that a decision was taken at the highest level of the Railway Ministry in the year 2009 and in the meeting held by the then MS on the directives given by Hon'ble MR to allow facilities. Consequently, facilities have been extended for conducting Safety Seminars etc. Discouraging the Federations and denying the assistance and facilities is not good for the Railways as such action would result in deterioration of safety standards. He also expressed

his disappointment over negative attitude of the Railway Board when Federation sought a separate meeting at the level of CRB on this vital subject concerning the safety.

With regard to recent amendment to the Bonus Act, notified by the Government of India revising the calculating ceiling to ₹7000/- p.m. w.e.f 2014-15, the General Secretary contended that the Railway employees are entitled for payment of PL Bonus at the revised rate for the year 2014-15 as was done in the past. In this connection, the General Secretary NFIR has invited the attention of MS to the Railway Ministry's instructions dated 3rd Oct 2008 wherein arrears of PL Bonus were paid to the Railway employees for the year 2006-07. He said that similar action should be taken now. He also mentioned that during meeting with the Hon'ble MR on 23rd Dec 2015, this issue was brought to his notice for obtaining the approval of the Government for payment of arrears of PL Bonus.

He thanked Railway Ministry particularly Hon'ble MR for sending proposal to the Finance Minister to exempt Railways from the National Pension System (NPS). He requested the MS to see that follow up action is taken on the basis of letters of Hon'ble Ministers dated 29th March, 2014 and 19th November, 2015 for exempting railways from NPS, so that the scheme is extended to those appointed on or after 01/01/2004.

With regard to certain developments on Indian Railways more particularly in the wake of Bibek Debroy Committee's report, the NFIR General Secretary said that a fear is growing among railway employees that the Government is bent upon privatizing important perennial activities at the cost of safety and efficiency. In this connection, Mr. Raghavaiah has mentioned about the decision taken by the Government to import train-sets from foreign companies and to allow manufacturing Locomotives by foreigners at Madhepura and Marhora. He said that these decisions are unacceptable to the Federation.

With regard to the negotiations and negotiating machinery, the NFIR General Secretary said that though frequent interactions are taking place between the Federations and the Railway Board, many issues continued to remain unresolved. He said that there are issues which are discussed for more than one decade without results. He requested the MS to see that formal meetings i.e. DC/JCM & PNM are regularly held with the objective of resolving issues through negotiated settlement instead of procrastinating the matters.

He also mentioned that without consultations with the Federations, the Board have taken decisions on the recommendations of HPC (R&S), that too ignoring the Federation's comments. He requested the Board to convene separate meeting to discuss all issues.

He also pointed out that the decisions given as a result of agreements with the Federations in the forum of DC/JCM and PNM have been either diluted or reversed arbitrarily. In this connection, he cited the decision pertaining to manning of coaches by the TTEs. He further said that though it was agreed that the original decision will be restored after 30th June 2015, no orders have however been issued till date. These incorrect actions naturally cause irritation and staff agitation, he said. He specially urged to see that bilateral agreements are honoured for ensuring healthy industrial relations.

While concluding his opening address, M. Raghavaiah, General Secretary NFIR thanked the MS for his vision and ability in considering staff issues meticulously. He expressed confidence that all those issues already discussed in the special meetings/ formal meetings would be finalized to the satisfaction of the Staff which may contribute for healthy industrial relations.

Shri J.R. Bhosale

1. Recommendations of D.P. Tripathi Committee (9.22, 9.25 and 9.35-9.89) are yet to finalize. In case of Removal from Service due to SPAD, it should be reviewed and no penalty of removal from service be given in case of SPAD cases. Introduction of Motormen (both sides), in case of Western Railway, as Pilot Project, not acceptable to AIRF. This should be reviewed and the existing system should continue.
2. Pay Fixation Formula for Running Staff be decided before implementing 7th CPC.
3. Benefit of 55% to medically de-categorized Running Staff, if not joined stationary posts, decided in AIRF's PNM Meeting with Railway Board in May 2015, but orders are not issued.
4. Tax exemption limit on Running Allowance be increased.
5. At least 03 cadre promotions be granted to all railway employees.
6. Full utilization of infrastructure available in railway hospitals.
7. Appointment of adequate Doctors and para-medical staff on Indian Railways.

Shri R.P. Bhatnagar

Shri R.P. Bhatnagar expressed his grave concern upon the apathy of the Administration in the repairs and maintenance of the Railway Quarters. In spite of maintaining the railway quarters for years together, the administration is allowing the employees to live in the railway quarters whose conditions are so much bad.

Sufficient funds are not being allocated for the repairs and maintenance of quarters by the Zonal Contractors. The departmental repairs and maintenance are not at all being carried out. The funds are reduced every year, causing serious difficulties to the occupants of railway quarters.

The staff meant for the purpose of quarters maintenance are being surrendered every year, consequently the condition is becoming alarming. Although recognized Federations are approaching the Administration continuously since several years, no solutions are being offered by the Administration so far and the employees are compelled to live in the worst conditions and in a very unsatisfactory manner adversely affecting the safety of the railway working.

He stated that the welfare of the employees is being generally neglected by the administration. Even the schools which are opened for the wards of the employees of the lower pay structure are being closed on some excuse or the other. The children are forced to go to the private schools which are very expensive at the time of admission and also for continuation of education of the child.

Shri R P Bhatnagar expressed his concern over non creation of the posts of staff in the S&T Department as per the new norms. Maintenance staff working during the day as per their roster duty are expected to attend failures during night very frequently and the staff are not allowed to leave their HQs even during their rest hours. They are also denied leave and

put to harassment like Bandhuva Mazdoor. NFIR demands immediate creation of posts of ESM, JE (Signal), SSE (Signal) etc., and staff working overtime should be paid overtime allowances.

Shri Ch. Sankara Rao: Demanded for increasing of pro-rata basis fund for Staff Benefit Fund allotment. He said, “in this Rail Budget(2016-17), no mention has been made about the SBF”.

Shri J.G. Mahurkar

1. Acute shortage of Group ‘D’ staff in Western Railway resulting into hardship to them in all departments even after recruiting 6500 new candidates through RRC. There are 4000 vacancies left in Safety categories. The family life of staff is disturbed. They work under stress at even there is violation of HOER. There are 2000 course completed apprentices on Western Railway who passed out in 2012-13, 2013-14 and 2015-16. The Central Railway has appointed 100% course completed apprentices. Board may issues instructions for induction of Act Apprentices against vacancies.
2. Dire need for construction of running room at Ahmedabad. The present running room at Ahmedabad close to the Railway Station was built about 70 years back. The number of mail & express trains has increased manifold. The running room now is completely cramped because only new beds have been added in the same rooms. The rest of the Loco Pilots, Assistant Loco Pilots and Guards working mail & express is disturbed in the night because of congestion.

The Railway Board is requested to sanction for construction of running room at Ahmedabad by charging the expenditure to some project.

3. The reimbursement rates governed by CGHS scheme are very poor. A fact which is also acknowledged by Chief Medical Director and Chief Medical Superintendent of Western Railway. In certain cases, the reimbursement rates are as low as 20% of the actual expenditure. There is lot of resentment among railway employees because the railway is failing in its duty in the area of healthcare. The CGHS scheme reimbursement rates need to be increased to mitigate the genuine problem by undertaking impartial survey in various hospitals on Western Railway.

Shri Ch. Gandhi: Demanded for communication of approval from the Railway Board for supplying CUG Sim Cards to ALPs of ECoR. He stressed on grant of more funds for maintenance of railway quarters over ECoR. He asserted on grant of more funds for creation of new posts for new assets over ECoR. He further demanded for Railway Board’s approval for tie-up of corporate hospitals for the benefit of railway employees.

Shri B.C. Sharma

1. On the basis of old classification of Engineering Gate Keepers at level Crossing as per Railway Board’s letter No.E(LL)HER/23 dated 28/06/2012, the Northern Railway issued P/S-No.13955/12-Classified Special A, B, C & D as per para 904 of Indian Railway P-Way Manual, in which it is mentioned that railways are, therefore, not required to carry out any factual job-analysis for deciding the minimum number of

Gate-Keepers at a Level – Crossing. But on the Northern Railway/Indian Railways, Traffic census has already been conducted to know the traffic of public-road vehicles and travelling passengers. Also the number of trains have increased and are continuously increasing every year. So, the Gate Keepers are facing difficulty to perform 12 hours duty, which can be reduced to 8 hours by job-analysis. Railway Board may review the old orders to change the classification.

2. The wards of late employees are being offered compassionate ground appointment against technical posts, wherein they have to undergo a training for a period of 3 years as they do not possess ITI. This training period is very lengthy and they cannot pull on with the responsibilities of dependent mother, brothers and sisters with meager stipends. To them, an early job requirement is needed. Hence the training period may be reduced from 3 years to one year.
3. After closure of steam-traction loco sheds, there is no feeding cadre from GP 1800 to 1900 as Asst Loco Pilots. Presently in Diesel Sheds, Elect Sheds, EMU/MEMU, Minimum ITI qualified staff in GP 1800/- are available and are waiting for promotion since long years. In this regard, NFIR suggested and demanded that AVC be provided for lateral induction of those in GP 1800 from Diesel, Electric, EMU, MEMU Sheds to the post of ALP.

Shri Mukesh Mathur

On our demand, Railway Board had appointed a Committee for Career Progression of Trackmen. In one of the recommendations, the committee was to make percentage distribution in Grade Pay of ₹2800, 2400, 1900 and 1800 to 10, 20, 20 and 50 respectively. In 2014 it was raised to 6, 12, 22 and 60 respectively. Now, two years have been over, original recommendation, i.e. 10, 20, 20 and 50 is required to be implemented.

On North Western Railway there is complete ban on inter-railway own request/mutual transfer orders for one and half year. Suitable instructions may please be issued to NWR Administration, so that the staff those who are willing to transfer may be transferred.

Shri R.P. Singh

Following issues were highlighted:-

- Non-maintenance of staff quarters in three Divisions of N.C. Railway and poor condition of approach roads and drainage systems in railway colonies.

Raising the issue of poor maintenance of approach roads in the railway colonies, staff quarters and defective drainage system, he stated that the money allotted for maintenance of staff quarters etc., is spent on the officers bungalows leaving insufficient funds and the staff quarters remain poorly maintained. He therefore requested the Member Staff for separate budget allotment for officers bungalows and for staff quarters judiciously keeping in view number of staff quarters & officers bungalows.

- He said that on the three Divisions of N.C. Railway, not a single TTEs Rest Room exists in conformity with the laid down norms of the Railway Board.

He further stated that in the TTEs Rest Rooms located at Mughalsarai, Allahabad, Kanpur, Agra Fort, Hazrat Nizamuddin, New Delhi, Delhi, Jhansi, Banda etc., the beds are broken, there are no pillows (bricks are used), huge menace of bed bugs, toilets are in broken condition and with extremely unhygienic conditions. These Rest Rooms need to be maintained as per norms fixed by the Railway Board.

- On North Central Railway, agreements have been made with the private hospitals for treatment of railway employees and their family members, at CGHS rates, in emergent situations. But these private hospitals, admit only those railway employees who abide by their conditions and those patients who do not agree to their terms & conditions are refused admission/treatment.
- Highlighting the cases of angioplasty among the railway employees he said that the stent implanted costs ₹20,000 to 30,000 but its life is 5 to 10 years whereas the stent provided in the Central Institutions costs ₹60,000 to 80,000 but its life is 20 to 25 years. He requested the MS to issue instructions to avoid step-motherly treatment and issue instructions for implantation of quality stent costing ₹60,000 to 80,000 to the employees.

Shri Goutam Mukherjee

Corrigendum may kindly be issued from the Railway Board in regard to RBE No.95/2013, wherein designation of Motormen to be included.

At present, an agreement(MoU) has been signed between Railway Administration and Bokaro Steel City Hospital in Adra Division of S.E. Railway in regard to treatment of Railwaymen; but without medicine, which should be included in the agreement.

Orders for appointment of contractual doctors in S.E. Railway, like East Central Railway, should be issued, so that CMP doctors are made available at the time of need.

Shri P.S. Suryaprakasam

Functioning of TPWS (Train Protection & Warning System) in Chennai Division:

1) The above system was introduced 4 years back trial was conducted, still trial was not completed. The fixing of TPWS in EMU cabs almost completed 80-85%. There were number of malfunctioning, device failure, material failure and somewhere it was though erected and subsequently stopped for operation between Villivakkam – Ambattur. Somewhere due to sensor system the punctuality of the train could not be maintained. He requested the Railway Board to give suitable instruction likewise of Mumbai system since safety cannot be jeopardized.

2) The MEMU acceleration was very good & it was success. The MEMU train acceleration was faster than EMU trains. But the train punctuality could not be maintained due to small size of the door. The passenger alighting / entering into the train for every station is a major problem and consuming more time in every station because of the width of the door. This is to be modified likewise of EMU trains.

3) In the last one decade Southern Railway culture was totally changed particularly in the last 3 years. There have been number of train / work stoppages on some pretext or the other. This was brought to all levels and also highlighted in the PNM and DC-JCM meetings. Large number of staff from Workshops of Carriage, Loco, CEWE, AVD Carshed, TBM Carshed, Gopalswamy Nagar Yard, BBQ Yard, Engineering & Track Maintainer are forcefully being taken away by certain groups. Supervisors/ Officers finding difficult to give outturn & at open line totally safety is adversely affected due to non attending of job. Number of times BBQ Yard & Gopalswamy Nagar Stores was locked and totally prevented stores work by unruly elements. He requested to get the facts verified for suitable action. Woman employees are also finding much hardship at the work spot. Two women employees were harassed at BBQ Yard, but no action on their complaints.

Sr.DEE/RPM, WM/GOC, ADEE and some Supervisors of Electrical & Mechanical, P.Way were man handled which was witnessed by the administration, but no tangible action was taken. At Gopalswamy Nagar area, the mainline train was disturbed and suffered late more than four occasions. Honest officers are not allowed to function honestly.

Sr. DCM of Chennai Division in the last one year has taken a bold step for streamlining the Commercial Department working. He has taken number of initiatives to prevent malpractices in Commercial working. His actions were supported by DRM & CCM. But unfortunately a group of vested interests is causing problems.

Selections: In every selection there are interferences. In the recently held selection in Chennai Division from Group "D" to Group "C", ineligible candidates were allowed and got selected in the written examination. Result was published. However, the said selection has been scrapped. Hon'ble Chairman of DC/JCM may kindly take steps for ensuring good work culture

Shri A.M. D'Cruz

There are lot of subjects pending in the DC/JCM(Railways) since 2012, like Running Staff Kilometerage arrear, merging Tech. II & Tech. I, absorption of quasi-administrative staff etc. He demanded implementation of recommendation of the Committee on Trackmen regarding revised percentage distribution. While issuing orders of the Railway Board, for implementation of the report, it was mentioned that, after one year, percentage distribution of Trackmen will be revised automatically, but till date it is not implemented.

Shri Vinod Mehta

- Condition of Rest Rooms of Ticket Checking Staff located at Stations on North Western Railway is far from satisfactory level. The authorities on the N.W. Railway have failed to maintain TTEs Rest Rooms as per directives issued by the Railway Board. He cited the example of TTEs Rest Room at Delhi main station, which is in very bad shape. He further said that there is all round disappointment among the Ticket Checking Staff of N.W. Railway against poor condition of TTEs Rest Rooms.
- Raising the issue of poor condition of Railway Quarters, he specifically said that the condition of railway quarters at wayside stations is extremely bad due to maintenance. He stated that the issue has been brought to the notice of the authorities on N.W. Railway but the worst condition of quarters continues due to non-allotment of

adequate funds in the budget. He urged the MS to kindly intervene and arrange to increase the budget allotment against this particular item.

- He said that in October 2014, Railway Board had imposed complete ban on consideration of transfer cases of staff including request/mutual and transfer on spouse account. This is adversely affecting even the genuine cases. He requested the MS to remove the unrealistic restriction immediately.
- Highlighted the issue of private hospitals which have been recognized by the railways for treatment of railway employees and their family members. He said that the patients referred by the railway to these empanelled hospitals are charged extra money over and above the agreed package on the plea that the railway is paying CGHS scheme rate whereas the hospital rates are higher. Accordingly, these hospitals are extracting extra money from the employees. This is highly objectionable in view of the fact that the railways are not making reimbursement of extra money paid by the railway employees.

Shri Ashok Sharma

The power staff at Bhopal and Jabalpur Division of West Central Railway are not being covered under LARSGESS due to wrong nomenclature as OSM staff instead of power staff. In one zone i.e. WCR, the Kota Division staff are getting benefit of LARSGESS while similarly placed staff in Jabalpur & Bhopal Divisions are denied the same.

For Katni and Itarsi Loco Sheds, additional locos at the rate of 5 each in a phased manner are being allotted to be homed for maintenance, thus the staff are over burdened due to corresponding non-creation of additional posts as per laid down yard sticks. Additional posts need to be created commensurating with the additional locos in these two loco sheds.

He stated that a decision from full board vide letter No.2001/M(L)/467/2 dated 12/11/2012 is there in which Loco Inspectors will man the post of CCCOR/CPCOR. However these orders have not been implemented till now. He also said that the Railway Board vide letter No.E(P&A)II/2009/RS-17 dated 27/03/2014 advised to GMs that the matter is under consideration. He requested that suitable instructions be issued soon.

SECTION – B: MINUTES

DG(RHS)/ EDH(G)

18/2006: Revision of diet charges and basis for fixation of the same.

Instructions have been issued to Zonal Railways for revision of diet charges and fixation of the same vide Railway Board's letter No. 2005/H/23/6(Pt.) dated 01.11.2012.

(Closed)

12/2009: Recognition of hospitals and tie-ups for Neuro surgery patients on Central Railway.

Official Side stated that Central Railway is tying up with Seven Seas Hospital and Balaji Hospital and the matter will be finalised very shortly. The Staff Side, however, pressed for recognition of corporate hospitals based on quality of services rather than insisting on CGHS rates and suggested for recognition of Jaslok Hospital, Mumbai. Official Side stated that Central Railway would be advised to examine the same.

25/2009: Pre-medical Examination- Relaxation for Loco Pilots declared with Type II Diabetes.

A meeting with Board(MM & ML) will be fixed.

6/2010: Treatment of the period of absence from duty in favour of organ donors.

The Official Side explained that as the demand of the staff side was not covered by any provision in the existing rules/instructions on the subject, reference was made to DoP&T to get their views on the issue, who have advised that the demand is not feasible of acceptance. Staff Side stated that they will take up the issue with DOP&T on their own. It was decided to close the item in this forum.

(Closed)

14/2010: Medical facilities to the staff working at the road side stations and ganghuts.

Staff Side insisted for reviving the earlier practice of visit of Line Doctors/Periphery Doctors to Road Side Stations. Official Side stated that proposal for empanelment of Private Medical Practitioners at HU Level has been initiated. Moreover with a view to simplify the procedure of reimbursement the present practice is being re-examined.

27/2011: (i) Compassionate appointment to the wards of medically de-categorized staff.

(ii) Issuance of incorrect Medical Certificates in the case of medically de-categorised staff leading to avoidable problems and denial of compassionate appointment.

Staff Side objected to the instructions issued vide Board's letter No.2011/H/5/9 dated 29.08.2014. Matter would be examined further.

AM(Signal)

17/2009: Arbitrary cancellation of norms for non-gazetted categories of Signalling Staff (Group 'C' & 'D') – S&T Department.

The Staff Side insisted for implementation of the revised norms/yardsticks for non-gazetted categories of Signalling staff.

Official Side, however, stated that creation of posts as per new norms are held up on account of non-availability of matching surrender. However, the possibility of creation of posts in the Signal Department on a 1:1 ratio of surrender of posts would be explored. Duty rosters of the staff under HOER would also be drawn up.

Staff Side expressed disappointment over abnormal delay in implementation of norms. It was also pointed out that this matter is under discussion in one forum or the other since the last many years. The Staff Side emphasized the need to implement the norms without further delay.

AM(CE)

28/97: Yardstick for staff under Junior Engineer/ Section Engineer (Works).

Official Side stated that the report of the sub-Committee for formulating the yardsticks for various categories of staff under SSE(Works) was not found acceptable. A new SAG level Committee has given a fresh report which is presently under examination. Staff Side, however, pointed out that the demand is pending since 1997 and there has been inordinate delay in taking a final decision. It was decided that copies of both the reports would be furnished to the Staff Side and also discussed with the staff side.

24/2011: Provision of accommodation to Trackmen in Accident Relief Train.

Official Side stated that due to limitation with the ART, it is not feasible to have additional coach. However, instructions dated 16.05.2014 provide for additional coach in Civil Engineering/ OHE material trains which are despatched subsequent to the ART.

The Staff Side stated that all nominated staff required to travel by the ART should be provided accommodation in the ART itself.

The matter would be examined further in consultation with Mechanical Dte.

15/2012: Implementation of the report of the Committee on Trackmen.

Staff Side insisted for implementation of all accepted recommendations of the Committee on Trackmen and wanted a status report on all outstanding issues. The details will be provided to the Staff Side. Staff side were also requested to get the implementation pursued on the Railways through the association of their Railway representatives.

46/2003: Additional workload on Keyman-Correction slip No. 58 and 73- Para 170(6) of IRPWM.

Official Side stated that the report of the Committee to assess the manpower requirement of Keyman is under consideration.

Staff Side however wanted a copy of report to examine and react.

17/2011: Implementation of Rest Rules for the staff of Track Machine Organization.

Current Status in Zonal Railways for implementation of Rest Rules for the staff of Track Machine Organisation was furnished to Staff side on 09.03.2015. During the meeting, Official Side stated that so far, eight Zonal Railways have already implemented the Rest Rules and the others are in the process of doing so.

11/2012: Treatment of the cadre of the Cook as a regular cadre in the Track Machine Organization vis-a-vis extending the benefit of restructuring.

Position regarding number of posts of cook in Track Machine Organizations and the number of staff actually working there in all the 16 zones was given to the Staff Side during the meeting.

AM(Commercial)/ EDPM

8/2001: Special Pay to the Train Superintendents/ Deputy Train Superintendents/ Stewards manning Rajdhani Express trains.

Official Side stated that feedback received from Zonal Railways reveal that Train Supdt. having Pay Scale of ₹9300-34800 with Grade Pay of ₹4600/- are already working in Rajdhani/ Shatabdi Express trains.

(Closed)

5/2009: Reservation in the trains for Running Staff.

Staff Side insisted for providing accommodation to crew travelling spare and going for further duty.

The Official Side stated that in the first instance, the GMs of all Zonal Railways would be asked to review all links to minimise crew working spare and thereafter refer the matter to Board, if problem still exists.

On the demand of the Staff Side, it was agreed to hold an interim meeting also.

20/2010: Quantum of debits to be raised in case of missing PRS Ticket/Rolls.

On the insistence of the Staff Side, it was decided to reiterate instructions that enquiry would be conducted before ordering recovery of missing tickets.

After reiterating the orders item will be closed.

22/2010: Provision of adequate facilities for Ticket Checking Staff in the Rest Houses on the Zonal Railways.

(i) Official Side stated that reports received from Zonal Railways suggest that deficiencies do exist in the TTEs' Rest Houses. These are being addressed. It was also suggested that cash imprest available with the Station Manager may be utilised to make petty repairs.

(ii) The Staff Side was apprised that instructions have been issued to Railways in respect of depositing cash realized by TTEs during their outward journey from HQ at an outstation where he/ she ends/ breaks outward journey.

8/2011: Demands of the AC staff of the Indian Railways.

Official Side explained that it is not possible to provide accommodation to outsourced staff engaged in linen distribution.

23/2012: Reservation on Railway Passes – Revised Guidelines.

Instructions issued vide Board's letter No. 94/TG-I/20/P/14 dated 28.01.2013.

(Closed)

Adv.(Vig)

1/2011: Disciplinary proceedings arising out of Vigilance cases against Group 'C' and 'D' staff.

Instructions on "Procedure for dealing with DAR cases against Group 'C' and 'D' staff arising out of vigilance investigation", reiterated vide this office letter No.2012/V-1/Meet/5/2 dated 18.10.2012.

Staff Side expressed dissatisfaction on these orders and pressed that Disciplinary Authority should be free to decide about the quantum of punishment or exoneration.

Adv.(L&A)

14/2009: Corporate Welfare Plan.

Official Side apprised that for the year 2016-17, an amount of ₹1850 crores has been allotted against Demand No.11 (500) -Residential and Welfare Buildings, Repairs and Maintenance which is about 18% higher than RE estimates for 2015-16. Further, to make system more responsive, a web based Complaint Management System has been introduced as a Pilot project in select few railway colonies on 3 zonal railways, RDSO and RCF/Kapurthala. It was agreed to examine feasibility of vertical construction in replacement of old over aged quarters along with 5-10 years maintenance period by leveraging the land.

EDTT(F)

18/2010: Provision of Rest Rooms at wayside stations.

Railway-wise position was advised to the Staff Side.

The Staff Side however requested to provide status relating to actual existence of Rest Rooms at Wayside Stations.

EDF(E)

12/2005: Payment of Washing Allowance.

Official Side stated that since the financial implications of grant of Washing Allowance to all uniformed categories on the Railways is huge, grant of Washing Allowance to additional uniformed categories based on grade pay in a phased manner had been considered and it had been decided to grant Washing Allowance to all Railways employees drawing grade pay of ₹1800/- and getting uniform, irrespective of their category. Instructions have been issued in this regard vide Board's letter No.F(E)I/2005/AL-29/4 dated 01.5.2015.

The Staff Side, however, demanded payment of Washing Allowance to other Railway employees supplied with uniforms. It was agreed to examine.

20/2012: Applicability of Liberalized Pension Scheme in the case of temporary status attained substitutes in the Railways regularly absorbed after 1st January, 2004 – Reg.

Instructions have been issued vide Board's letter No.2012/F(E)III/1/(1)/2 dtd 29.10.2014.

(Closed)

EDPC-II

44/2001: Fixation of pay on promotion from MCM to Mistry – Rectification of injustice –urged.

The Official Side explained that the grade of Master Craftsmen (MCM) in scale ₹425-640(RS)/1400-2300 (RPS) was created vide Board's letter No. PC III/82/PS-3/10 dated 14.2.1986. This grade was to be filled up from the category of Skilled Artisan Grade-I on Personal basis and to be treated as terminal grade for the artisan staff who opted for it. On the recommendations of 4th Central Pay Commission, Master Craftsman in scale ₹425-640 and Mistry in scale ₹380-560 (RS) as well as Chargeman 'B'/Inspectors Gr. III (now JE Gr. II) in scale ₹425-700 were allotted Scale ₹1400-2300 (RPS). As per the policy in vogue thereafter, the posts of Chargeman 'B' etc. (viz. JE Gr.II) were to be filled up from amongst Mistries/ already existing Artisans Gr.I and the category of Mistry was to be filled up from Artisan Gr.I only. In the year 1990, on the demand made by Staff Side, MCM were also allowed to proceed to Supervisory Grades on the basis of their status as Skilled Artisan Gr. I.

Subsequently, the posts of Mistries were merged with the posts of Jr. Engineers during restructuring of 2003 and MCMs have been converted into regular cadre grade of Artisan staff w.e.f. 22.02.2005 and such situations are no longer available.

Therefore, it is neither feasible to allot higher scale ₹5000-8000 w.e.f. 01.01.1996 to Mistries keeping in view above background nor is it feasible to permit fixation of pay under Rule 1313 (FR22) (I)(a) (I) in the past situations of movement of MCMs (personal scale) as Mistries, since scale of MCM was granted on personal basis and such incumbents were allowed further progression as Mistry based on their status as Artisan/ Technician Grade I.

In view of the foregoing the item may be closed.

(Closed)

59/2004: Multi Skilling – Merger of SM/ASM, YM & TI.

It was explained that Cadre restructuring orders issued in 2003 & 2013 have been implemented successfully on all the Zonal Railways in the merged cadre of ASM/SM, TI & YM and no Railway has reported any difficulty in implementation of Cadre restructuring in the unified cadre of SMs/ASMs.

(Closed)

14/2007: Fixation of pay under Rule 1313(I)(A)(I) (erstwhile FR22C) to the staff promoted to the identical scales of pay carrying higher duties and responsibilities.

Federations pointed out that Ministry of Finance's letter dated 16th October 2015 regarding fixation of pay under Rule 13 to the staff promoted to identical scale has not been circulated by Railway Board despite period of 4 months. It was agreed that instructions will be circulated in a fortnight.

26/2009: Merger of upgraded group 'D' posts in pay scale of ₹3050-4590 (Group 'C') of Diesel/ Elect. Loco/EMU Sheds in Technician III cadre.

Under examination.

Staff Side have reiterated that the upgraded Helpers should be treated as part of Technicians Cadre and wherever restructuring benefit granted accordingly, the same should not be disturbed.

11/2011: Grant of parity in Grade Pay and Pay Band to the categories of Stenographers and Rajbhasha Staff.

The matter is sub-judice.

Staff Side wanted full details of Court cases. It was agreed by the Official Side to give details.

Dir.(T&C)

7/2004: Handing over the Departmental Catering units to private parties through IRCTC–staff problems.

&

24/2004: Arbitrary handing-over of Catering establishment along with the staff to the IRCTC.

Instructions regarding repatriation of catering staff on deputation to IRCTC, back to their parent railway have been issued vide Board's letter No.E(NG)I/2003/TR/10 pt.III dated 2.3.2015. Staff Side reminded the Official Side about the pending case (Shri Ajith Kumar B.M.) and requested the Official Side that he should be relieved immediately to Central Railway from IRCTC Southern Zone.

SECTION –C: SUMMARY

	Total Number of Items	Discussed	Closed	Balance
Old Items	95	31	07	88
Agenda Items	--	--	--	--
Total	95	31	07	88
